

City Commission Special Meeting October 8, 2019

PRESENT: Commissioners Kolody, Sachs, McGuirk and Vice Mayor Hartman

ABSENT: Mayor Owen

PURPOSE: Discussion regarding the Acting City Manager and Acting City Clerk positions prior to the expiration of their interim contracts in Dec. 2019 and Jan. 2020 respectively.

PUBLIC PARTICIPATION: Two speakers had comments. One in favor of retaining employees because it was the best economical decision and one spoke to the need of having criteria to judge employee performance.

Much discussion ensued among the Commissioners revolving around the need for Performance Evaluations. Commissioner Kolody wanted Performance Evaluations prior to a decision to offer permanent positions to both employees.

Commissioner Sachs was in favor of advertising the positions before a decision was made. The City Attorney advised that advertising was not necessary per City rules and regulations.

Vice Mayor Hartman stated that he was in favor of looking at total compensation including car allowance and health benefits not just salary during negotiations with candidates for the position. He also felt that the City Manager, City Clerk and City Attorney should not be exempt, as they currently are, from following the City's Policy and Procedure Manual, which includes a review process for employees.

Vice Mayor Hartman also felt it was a disservice to continue the decision regarding these employees as they could not back-fill the Assistant Positions at this time and, therefore, each is doing double duty. He also mentioned that their interim contracts allowed them to return to their prior Assistant positions if not offered the jobs on a permanent basis.

Commissioner McGuirk stated that the Commissioners should move forward with a decision and that he was not in favor of Performance Evaluations although he would not vote against such a requirement.

After more deliberation, Commissioner Kolody moved, seconded by Commissioner McGuirk. that the Commissioners and Mayor Owen complete a Performance Evaluation, using any form of their choice, for the two employees prior to the Oct. 22, 2019 meeting and that the Commission reach a consensus on a Performance Evaluation form to be used uniformly by April 1, 2020. The Motion carried 3 – 1 with Commissioner Sachs voting No.

A second Motion by Vice Mayor Hartman, seconded by Commission McGuirk, was to appoint the Mayor to start contract negotiations with both interim position holders as soon as time is available and to consider the evaluations that will be out by the next meeting. The Motion carried 3 – 1 with Commissioner Sachs voting No.